JA 89 .N5

UC-NRLF B 4 604 792







The College of the City of New York

REPORT OF THE COMMITTEE ON MUNICIPAL SERVICE SURVEY





The College of the City of New York

REPORT OF THE COMMITTEE ON MUNICIPAL SERVICE SURVEY



DECEMBER 31, 1915

J + (3



The College of the City of New York Department of Education

DR. SIDNEY EDWARD MEZES, PRESIDENT, THE COLLEGE OF THE CITY OF NEW YORK.

Dear Mr. President:

On March 6, 1915, you appointed the following Committee on Municipal Service Survey: Messrs. Baskerville, Clark, Parmly, Storey and Duggan (Chairman). The Committee was directed, generally speaking, to consider and to report the ways in which the College might be of service to the City government in preparing students for positions in the City employ and in improving the efficiency of those already in the City service.

The Committee met on March 9, 1915, and after a careful consideration of several plans decided to limit its investigations, at first, to those departments of the City government the work of which is of high educational or technical character and for which the College could directly prepare—especially the Departments of Finance, Health, Education, and Public Works. Moreover, as the detailed investigation would require a great deal of time and effort, it was decided to request the President to appoint a sub-committee composed of representatives from the College departments most interested. were to gather for the heads of departments the information that would enable the latter to determine the ways in which they could best co-operate with the departments of the City government. Prof. Breithut of the Department of Chemistry, Prof. Goldfarb of the Department of Natural History, Prof. Klapper of the Department of Education, Prof. Woolston of the Department of Political Science and Prof. Parmly of the Department of Physics formed with the Chairman this subcommittee. At its first meeting on March 16th this sub-committee drew up a plan of work in accordance with the general principles agreed upon by the Committee. Each member of the sub-committee devoted himself to gathering information in the department of the City government to which his own College department was cognate and the entire sub-committee met weekly for purposes of consultation and deliberation. The sub-committee received much assistance from organizations which had information upon its problem. Prof. Breithut in his report explains the nature of the assistance secured and expresses the gratitude of the Committee.

After a careful study of the material secured from the various sources and upon the advice of several heads of City departments who had been consulted, the Committee decided to send a questionnaire to the employees engaged in the various grades of the City service to find out what courses these employees themselves wished to pursue to increase their efficiency and to secure advancement in grade. The questionnaire was first submitted to the heads of the City departments and received their approval. It was then circulated among the employees in the departments under consideration. The Committee was convinced that for a proper appraisal of the answers to the questionnaire, it was necessary for one person to read and evaluate them, and upon the basis of the information thus secured to consult further with the heads of the City departments and with the Municipal Civil Service Commission.

Prof. Frederick E. Breithut was selected for the work and not only performed that service but made a most intensive study of the whole problem. His report which is appended was first submitted for consideration to the sub-committee and received its hearty endorsement. It is now forwarded to you with the cordial approval of the Committee.

Sincerely yours,

STEPHEN P. DUGGAN, Chairman, Committee on Municipal Service Survey

December 31, 1915.

REPORT OF THE COMMITTEE ON MUNICIPAL SERVICE SURVEY

I. PURPOSE

On March 6, 1915, President Sidney E. Mezes, of the College of the City of New York, appointed a Committee on Municipal Service Survey. The fundamental work of this Committee was to consider and to report the ways in which the College might be of service to the City government:

- (1) in preparing students for entrance into the City's employ and
- (2) in improving the efficiency of those already in the City's service.

II. DATA

The Committee considered its first duty to be the gathering of data concerning the muncipal service as it is at present. These data are embodied in the appended tables, as follows:

Table 1 (see insert at end) shows the number of employees under each title in each department of the City and the total number for each title and for each department. These facts were obtained from the Civil List of December 31, 1914, the latest available at the time the Committee began its work. At that date the City of New York employed in its sixty-two departments or bureaus 86,397 men and women under 371 titles. Many of the positions, though different in title, are similar vocationally or functionally.

Table 2 shows these positions grouped vocationally.

Table 3 contains a summary of the number in each vocational group in each department.

Table 4 contains the total number in each vocational group for the entire City.

Table 5 contains a recapitulation showing the number of female employees in the service of the city arranged according to departments and according to occupation.

Table 6 contains a summary of the numbers and salaries of certain typical positions which might be regarded as attractive to college graduates.

III. PROBABLE APPOINTMENTS

Having completed the picture of the municipal civil service as at present constituted, the next problem before the Committee was that of the probable number of vacancies in this service—especially those for which college training is an asset.

Table 7 shows the number of appointments made to all positions during the years 1908-1915 from competitive eligible lists. Those marked with a star are most likely to appeal to college students or graduates. An examination of this table reveals that the inspectional service especially offers a large field for usefulness.

TABLE 8 contains a list of the probable examinations for the year 1916.

IV. CONFERENCES

The Committee decided to secure, wherever possible, the aid of all agencies, public and private, which could help it in its work. To this end conferences were held with the heads of City departments or with their representatives, with the heads of the College departments, with representatives of the Bureau of Municipal Research and its Training School for Public Service, with representatives of the New York Civil Service Society, the Employees' Conference Committee and the Bureau of Standards. To all of these agencies the Committee wishes to express its sincere gratitude for the hearty spirit of co-operation shown. Especially do we wish to thank Mr. John H. Greener of the Law Department, to whom we are indebted for much of the material embodied in

the tables above cited; to City Chamberlain Bruère; to Dr. Henry Moskowitz and the Civil Service Commission; to the Bureau of Standards; to Dr. Frederick A. Cleveland of the Bureau of Municipal Research and to Prof. Chas. A. Beard and Mr. Edwin Stoiber of the Training School for Public Service.

The results of our conferences are embodied in our findings and recommendations.

V. QUESTIONNAIRE TO MUNICIPAL EMPLOYEES

After a careful study of the material secured from the various sources and upon the advice of several department heads, the Committee decided to send a questionnaire to the city employees. The questionnaire read as follows:

THE COLLEGE OF THE CITY OF NEW YORK COMMITTEE ON MUNICIPAL SERVICE SURVEY

This questionnaire is directed to New York City employees by the City College as the result of a conference between the Board of Trustees and the City Administration. Its object is to secure information which will aid in establishing courses adapted to the needs of city employees in the performance of their official functions. Will you please fill out *at once* and return to the Committee on Municipal Service Survey at the City College?

DepartmentBureau or Division
Title of PositionGrade or Class
Male or FemaleAgeBirthplace
Last School or College attended
Grade or year at leaving or graduation
Professional, technical or business training
Practical experience prior to present appointment
Appointments in City Civil Service
Dates
Positions
Salary
Exact nature of work in present position
What training would assist your advancement?
How much time could you give to it and when?

Check the courses here indicated which you would desire to take.

DRAWING

Mechanical and Topographical.

LANGUAGE AND LITERATURE

English (oral and written), French, German, Spanish.

SOCIAL SCIENCE

Education—history, philosophy, methods.

History—constitutional and political.

Philosophy—history, application to laws and science, psychology.

Political Science—economics and business, government and law, sociology, municipal affairs.

NATURAL SCIENCE

Chemistry—general, analytical, industrial, municipal, organic, and commercial.

Mathematics—algebra, geometry, trigonometry, analytics, calculus, business computation.

Natural History—general biology, bacteriology, geology and minerology, municipal sanitation.

Physics—general, applications to civil, electrical and mechanical engineering.

Add other	courses	$\operatorname{desired}$	 	 	 	 	 		
Remarks.			 	 	 	 	 	.	

The nature of the routine courses asked for is shown in Table 9. It is interesting to note that the general courses seemingly most needed are: English, oral and written; political science; municipal affairs. Though, in general, in the 466 replies received, the requests for courses were along conventional lines, this direct appeal to the employees themselves yielded several valuable suggestions. Each reply was considered individually and a personal letter of advice sent in answer.

VI. FINDINGS

As a result of its investigation the committee finds that the problem of municipal service training resolves itself into three distinct parts:

- (1) The training of those already in the public service.
- (2) The training for entrance into the service in the lower grades.

(3) The training of those in groups (1) and (2) for the higher positions: technical, professional and administrative.

1. The training of those already in the service.

With regard to the first group, training may serve two purposes: to increase the efficiency of the city employees and to aid in their promotion to higher grades of service. Both of these problems have already been partially provided for by the College. In the first place, all courses offered at the College, both in the day and evening sessions are open to municipal employees, without regard to previous formal training. The only prescribed qualification is that the candidate for entrance to a course must give satisfactory evidence of his ability to pursue it with advantage.

In the second place, courses are already being given in the Municipal Building to meet the special needs of certain employees in the engineering and clerical services. Other courses are being planned. The necessary steps toward obtaining the recognition of these courses in rating the employee's efficiency and in aiding his promotion are being taken.

The Committee therefore feels justified in leaving this branch of the work of municipal service training in the efficient hands of those already engaged in its fulfillment.

In passing it may be remarked that the Bureau of Standards of the Board of Estimate and Apportionment is at present proposing a re-classification of the city service, with tentative specifications for the various grades within each group. They also propose a new scheme of promotion. We have not embodied the suggestions of the Bureau of Standards in this report as they are still in the process of formation and possible adoption. We considered it better to deal with the situation as it actually exists. The Committee is pleased to be able to state, however, that its findings and recommendations are in

harmony with the general principles advanced by the Bureau of Standards.

2. The Training for Entrance into the Service in the Lower Grades.

In considering the problem of training for entrance into the service in the lower grades the Committee met with its greatest difficulties. These positions belong to what is termed the 'competitive' class, i. e., these positions are filled by open competitive examination.

It is the present practice of the Municipal Civil Service Commission to require each candidate not only to pass this written examination but also to submit an 'experience' paper. In this paper, the candidate states his training and his practical experience bearing on the work he is to do. The Municipal Civil Service Commission had the kindness to permit the Committee to examine some typical sets of experience papers. This investigation revealed that, in the past, the relative weight given to practical experience has been greater than that given to academic training. This attitude on the part of the Commission is readily understandable. It is only natural for an employer to require that his possible future employee should have had some practical experience in the work he is to do.

On the other hand, we have the equally natural desire of the College to retain its traditions and ideals.

After all, the fundamental work of a college—irrespective of what other activities it may engage in—is the academic training of its students. To say that this training should have a thorough disciplinary and cultural value, that it should produce the 'rounded' man, is but to repeat the obvious. It is difficult, in attempting to adapt such training to specific useful ends, to avoid yielding to the temptation of easing up on the severity of ordinary academic standards. Neverthe-

less, it is equally obvious that the College should set its face resolutely against such a practice. Nor is there need for it. If we are to turn out a half-baked product only capable of passing a civil service examination, we are not doing the work of a college—we are simply duplicating the work of the many cramming schools already in existence, which proudly point to their so-called 'graduates' who have been 'placed' in positions for which frequently they are but superficially fitted. With all its history and tradition for thoroughness, this College cannot afford to enter into competition with schools of this type.

Here, then, is our problem: How can we give the student a thorough collegiate training and, at the same time, give him practical experience along the line he wishes to enter?

The true training for public service—such training as the City College can consider worthy of its effort—must combine thorough grounding in fundamentals with adequate preparation for and training in the duties of municipal service. To the discipline and breadth of view of a college course must be added the technique of a serious vocation. A student contemplating entrance into the service of the City should have as broad a mental vision as though he were entering a profession. In a profession he must have not only the basic fundamental training but also he must acquire proficiency in its methods. So, also, in entering the municipal service, he must have both disciplinary training and, in addition, practical acquaintance with the work he is to do. The latter can only be obtained by experience and such experience can best be gained by actual contact with the work of the City department itself.

The solution of our problem, therefore, lies in the direct cooperation of the College and the City in their work. This compromise is in consonance both with the most recent and progressive educational development and also with the best practices of civil service employment. That such co-ordination is possible is evidenced by certain courses already being given by the Department of Education and the Department of Chemistry.

In the former, briefly summarized, the facts are as follows:1

1. No student is allowed to take the examination for license to teach in the elementary schools unless he has completed to the satisfaction of the College authorities the following courses:

Logic and psychology	90	hours
History and Principles of Education	90	"
Methods of Teaching	60	"

Before the student takes the examination we must certify not only to successful work in these subjects, but we must also answer personal questions concerning the student's general scholarship, personality, etc.

- 2. No student in the College is allowed to take the examination as Pupil Teacher in the High School unless he brings a recommendation signed by the Head of the Department of Education. Upon such recommendation the student is admitted to an oral examination and, on passing, granted his license.
- 3. The course called Methods in Secondary Education counts directly towards eligibility to teach in the high schools; for example, to be eligible to teach in the high schools a candidate must present one of the following conditions:
 - (a) Successful teaching experience of 180 days
 - (b) Successful teaching experience of 90 days

together with 150 hours of post-graduate work in a specialty. But 60 of these 150 hours may be taken in Methods of Secondary Teaching during the Senior year; therefore, a student who has 90 hours of graduate work and has successfully completed our course in Secondary Teaching is eligible to take the examination as regular teacher in the high schools provided he has 90 days of teaching experience.

The Department of Chemistry gives a course in Municipal Chemistry in which there is direct co-operation with the Cen-

¹Quoted from a letter of Prof. Paul Klapper (December 21, 1915).

tral Testing Laboratory of the Board of Estimate and Apportionment. The following means are used:

- (a) The Central Testing Laboratory sends the College samples of materials which are purchased by the City (e. g. paints, soaps, cements, asphalts, rubber goods, coal) with
 - i. the specifications under which they were purchased;
- ii, the results of the analysis;
- iii, copies of the printed forms used in reporting analyses; iv, copies of the analytical methods used in the Central Test-
- ing Laboratory.
- (b) Lectures to the students by the members of the staff of the Central Testing Laboratory expert in the various branches of their work.
- (c) Lectures by the members of the staff of the Department of Chemistry to the staff of the Central Testing Laboratory.
- (d) Visits by the students of the College to the Central Testing Laboratory.

A course in Food Inspection and Analysis is given in co-operation with the Food and Drug Inspection Laboratory of the Department of Health. Similar means of co-operation are used.

A course in Municipal Sanitary Inspection is given by the Departments of Chemistry and of Natural History in cooperation with the Department of Health. Here the field work of the student is done with a Health Department Inspector and its theoretical interpretation is made at the College.

If the College is to prepare its students for entrance into other branches of the municipal service, it is necessary that the principles exemplified in the courses just mentioned be extended to other departments. The working out of such a program is not to be lightly sketched as a result of superficial consideration. The detailed planning calls for earnest thought. Generalities, however true or interesting, will not suffice. Concreteness and specificity are absolutely essential.

But even if we assume that such a course of training has been most carefully planned, even if we assume that direct co-operation between the College and the City departments is established, there is another essential to the successful, practical operation of the program. It is imperative that the experience gained by the student through the co-operation of the College and the City departments be recognized and credited by the Municipal Civil Service Commission. Otherwise the whole effort fails to secure to the college graduate the same advantage as that possessed by those who acquire experience in other ways. Under such circumstances, to encourage students to train for entrance to the municipal service would be a breach of academic trust.

If, on the other hand, such credit were given, we could have in the City of New York a splendid illustration of the successful operation of efficient democracy. The City of New York maintains its College on an absolutely free basis. Nearly all of its graduates are also graduates of its free public schools and free high schools. If free democratic education is to reap its fullest harvest, surely the graduate of a free public school, a free high school and a free college, who has received in the course of his training actual contact with the City service, should be regarded as an ideal candidate for entrance into such service.

3. The training of those in groups I and 2 for the higher positions: technical, professional and administrative.

In the third group—the higher technical, professional and administrative positions—some are elective, some are filled by 'promotion' examinations and others by appointment.

As has been stated above, provision for courses to suit the needs of those seeking promotion are already being given at the College. As an example of how such training may be credited by the City authorities, the following is cited:¹

¹Prof. Klapper, loc. cit.

Teachers in the city schools who seek promotion, that is the license to teach in the last two years of the elementary schools, must take an examination in the following subjects:

- (a) Some specialty called the major,
- (b) The Science of Education.

But those teachers who present certificates showing that they have successfully completed 60 hours in Education in the Extension Courses at the City College are exempt from the second paper in the Science of Education. They take only one paper in their specialty. Teachers seeking license as Assistant to Principal or Principal and who have no college degree are required to pass certain examinations in academic subjects, but those teachers who have taken 120 hours of Extension work, 60 of which must be taken in one group of subjects and 60 in another, need not take this academic examination although they may not have a college degree.

Teachers of technical subjects like stenography, accounting and manual arts who now hold substitutes' licenses are required to show successful work in the methods of teaching these branches before they are declared eligible for license as regular teacher. These substitute teachers, therefore, take the courses that we offer in the methods of teaching stenography or methods of teaching commercial branches or methods of teaching shopwork in the elementary schools and thus render themselves eligible for their examinations. Most of these people are experts in the various branches, many of them come from the ranks of the craftsmen or the actual clerical workers but lack a knowledge of pedagogy. By coming to our courses they obtain that information which makes them eligible to teach.

The list of 'exempt' positions includes heads of departments, deputy commissioners, secretaries of departments, assistants to corporation counsel, numerous accountants, auditors, examiners, confidential inspectors, various grades of engineers, superintendents and similar positions of high grade.

Table 10 contains a summary showing the numbers at each salary in the exempt class.

To train candidates for these positions the College must either broaden out and include work which properly belongs to a university or technical school or we must co-operate with the existing agencies of this character. Here attention is called to the Training School for Public Service of the Bureau of Municipal Research. This institution exists primarily for the very purpose of training men and women for the higher administrative positions. Columbia and New York Universities and the University of Pennsylvania have arranged to grant credit toward the higher degrees for field work done at this school. The University of Michigan accepts satisfactory work in the Training School as meeting the requirement of practical training toward the degree of A.M. in Municipal Administration. Similar co-operation is suggested for the City College. As a result of conferences with the authorities of the Training School the Committee can report that such co-operation will be welcomed on their part.

It may be desirable for the City College, following the precedent of the University of Michigan, to grant the master's degree in Municipal Administration and allied fields. Certificates in Municipal Engineering, Municipal Chemistry and other technical subjects, granted on the completion of special courses of study, might also be desirable.

V. RECOMMENDATIONS FOR IMMEDIATE ACTION

The Committee makes the following recommendations:

1. That there be appointed at the College a Director of Public Service Training. It shall be the duty of this officer to keep a record of all municipal positions which are open to college students, and the subjects and dates of approaching examinations. He shall also establish at the College in cooperation with the Municipal Civil Service Commission an intelligence office or clearing house for civil service positions, and he shall be prepared to advise students as to the courses and methods to be pursued in preparation for such positions. He shall confer with the civil service commissioners and chief examiners as to the relation between college instruction and

civil service as to examinations, standards, credit for field work and eligibility. The Director of Public Service Training shall also confer with the heads of City departments and bureaus with regard to their needs and the ability of the College to supply them.

- (2) That a College Standing Committee on Public Service Training be appointed to co-operate and advise with the Director. Such a Committee should have among its membership representatives of the departments most concerned in the technical training of those who will enter public service.
- (3) That the announcements of the several divisions of the College contain a statement of the scope and work of the Committee on Public Service Training.
- (4) That provision be made for co-operation of the College with such unofficial public agencies as the Training School for Public Service and the Bureau of Municipal Research, especially with a view to the possibility of exchange of students, exchange of instructors and exchange of credit.
- (5) That the special courses to be recommended and their formal organization be immediately taken up by the Director of Public Service Training with his Committee and all other departments and agencies involved.

VI. CONCLUSION

Finally, the Committee wishes to state its belief that the City College, of all institutions of learning, is in a strategic position to attack the problem of public service training. If this institution fails to undertake this work, democratic education is missing one of its highest functions and one of its truest opportunities. What better return could an institution such as ours give to the City which maintains it than a body of public servants specifically trained for the work they are to perform? The citizens of this municipality naturally look to their College to supply this need. Indeed, the College has frequently been described as a civil West Point.

The College, in turn, feels able and glad to serve the City. And this is said, too, with a full realization that the College has as much to learn from the City Departments as the City Departments have to learn from the College. Certainly nothing but good to all concerned—Citizens, City, Students and College—can accrue from such understanding and such co-operation.

Respectfully submitted, Frederick E. Breithut.

To Prof. Stephen P. Duggan, Chairman, Committee on Municipal Service Survey.

TABLE 2

VOCATIONAL GROUPING OF POSITIONS

GROUP A ATTENDANCE, INCLUDING JANITORS, MESSENGERS, PROCESS SERVERS, TELE- PHONE OPERATORS AND MISCELLANEOUS POSI- TIONS IN THE COURTS Attendant (except as in Group In) Bridge Keeper Bridge Tender Caretaker	Telephone Switchboard Operator Ticket Chopper Warden (except in In) GROUP C CLERICAL INCLUDING ACCOUNTANTS, BOOKKEEPERS, STENOGRAPHERS, COMPUTERS, EXAMINERS OF ACCOUNTS, AND ALL POSITIONS NOT INCLUDED IN OTHER GROUPS	Demographer Deputy Deputy City Paymaster Deputy Tax Commissioner Editor Estimator Examiner (except in L and SI) Finger Print Expert Interpreter Librarian Library Assistant
Court Attendant		Office Assistant
Crier Custodian	Abstractor Accountant	Office Boy
Detective (in Courts)	Actuary	Page Pension Expert
Door Keeper	Adding and Billing Ma-	Proof Reader
Elevator Attendant	chine Operator	Purchasing Agent
Elevator Despatcher	Agent	Registrar and Assistant
Elevator Despatcher Elevatorman	Appraiser	Sealer
Gate Keeper	Assistant to Tax Com-	
Guards	missioner	Secretary and Assistant
Ianitor	Auditor	Secretary
Jury Notice Servers	Bookkeeper	Stationer
Keeper (except in <i>In</i>)	Book Typewriter	Statistician
Keeper of Coat Room	Cashier	Stenographer and Type-
•	Cataloger	writer
and I)	Chief Examiner and In-	Steward (except in In
Messenger	dexer of Records	and N)
Monitor	Chief Clerk	Storekeeper and Helper
Orderly (except in In)	Clerks	Supervising Statistician
Prison Guard	Comparer	and Examiner
Probation Officer	Computer	Tabulating Machine Op-
Process Server	Computer of Assessments	erator
Sergeant of Arms	Copyist	Tabulator
Telephone Operator and	Curator	Ticket Agent
Statistician	Curator and Auditor	Time Keeper

Chief of Battalion

Chief of Department

Chief of Construction and Tailor

Repairer of Apparatus Waitress

Deputy Chief Typist GROUP La Typewriter Engineer of Steamers LABOR, POSITIONS USUALLY Custodian Warehouse Fireman CLASSIFIED IN THE LABOR Verifiers Lieutenant SCHEDULES Marine Engineer Medical Examiner Armorer GROUP EPilot Bell Ringer Cleaners ENGINEERING (INCLUDING Climber and Pruner DRAUGHTSMAN, ETC.) IN GROUP In Coal Passer CIVIL, ARCHITECTURAL, INSTITUTIONAL INCLUDING Coal Sampler MECHANICAL AND ELEC-POSITIONS OF A MISCEL-Disinfector TRICAL POSITIONS LANEOUS CHARACTER IN Driver (except in SC) Architect VARIOUS CITY INSTITU-Fireman (except in F) Architectural Designer TIONS Helper (except in ST and Assistant Engineer De-In)Attendant signer Hostler (except SC) Baker Axeman Laborer (except SC) Bandmaster Chairman Laundress (except in *In*) Barber Chainman and Rodman Oiler (except in N) Butcher Consultant Paver Caretaker Designer Porter Cook Draughtsman Rammer Cutter Engineer and Assistant Sewer Cleaner Dairyman Engineer Sounder Domestic Engineer Designer Stableman (except in SC) Egg Candler Hydrographer Stoker (except in N) Employment Agent Leveler Toolman Farmer Rodman Waitress (except in In) Gardener Surveyor Watchman Gateman Surveyor and Draughts-Helper man Hospital GROUP Le Transitman Housekeeper and Com-Transitman LEGAL, INCLUDING ALL Keeper puter LEGAL POSITIONS OF A Laundryman or Laun-PROFESSIONAL AND SEMIdress PROFESSIONAL NATURE GROUP FMatron Orderly Assistant Corporation FIRE DEPARTMENT UNI-Prison Guard Counsel FORMED FORCE Seamstress Assistant District Attor-Shoemaker Captain nev

Steward

Warden

Counsel and Assistant

Deputy Assistant Cor-

poration Counsel

Counsel

Examiner (except in C) Franchise Assistant Franchise Searcher Cor-Iunior Assistant poration Counsel Law Assistant Law Clerk Searcher Searcher and Examiner Title Examiner Transfer Tax Assistant

GROUP M

MEDICAL, INCLUDING NURS- Quartermaster ING AND LABORATORY Scowman POSITIONS

Alienists Apothecary Bacteriologist Bacteriological Diagnostician Chemist Dentist Dietitian Director of Laboratory Interne Laboratory Assistant Medical Examiner Medical Inspector Medical Superintendent Nurse and Nurse's Assistants Obstetrician Pathologist Pharmacist Physician Psychologist Radiographer Surgeon Veterinarian Veterinary Surgeon

X-Ray Assistant

X-Ray Electrician

GROUP N

FERRY SERVICE, INCLUD-ING ALL POSITIONS OF A NAUTICAL CHARACTER

Boatman Captain Deckhand Divers and Tenders Dock Master Marine Engineer Marine Engineman Marine Sounder Mate

Pilot Steward

Water Tender Yeoman

POLICE UNIFORMED FORCE Boiler Inspector Captain Chief Lineman Inspector Lieutenant. Lineman Matron Patrolman Surgeon Superintendent of Tele- Chief of Bureau graph Sergeant

GROUP SC

STREET CLEANING SERVICE. UNIFORMED FORCE Boardman Driver

Foreman

Stoker Acting Chief of Furniture Division Assistant Chief Deputy of Real Estate GROUP P

Assistant Chief of Sanitary Division Chief Deputy of Real

Harness Maker

Richmond)

Station Keeper

Laborer (Queens and

Superintendent and As-

GROUP SI

SUPERINTENDENCE AND IN-

SPECTION, INCLUDING

INSPECTORS, FOREMEN.

SUPERINTENDENTS AND

SIMILAR POSITIONS

Hostler

Inspectors

Stableman

sistant

Sweeper

Chief Deputy of Personal

Estate Chief Examiner and Indexer of Records Chief Executive Officer Chief of Bertillon System

Chief of Division Chief of Division of Licensed Vehicles Deputy Director Deputy Superintendent of Markets

Director and Assistant Directors (except education and parks) Foreman and Assistant Examiners (except in cler-

ical group)

Expert Investigators Fire Telegraph Expert Fire Marshall Foreman and Assistant Elevator Constructors Foreman (except SC) Inspector Investigator Overseer Superintendent Superintendent of Con- Feeder struction Superintendent of Tele- Flagger graph Supervisor and Deputy Supervisor Visitor

GROUP ST

SKILLED TRADES AND OC- Hoist Operator CUPATIONS

Aboriculturist Automobile Driver Automobile Engineman Automobile Machinist Batteryman Blaster Blacksmith and Blacksmith's Helpers Boilermaker Bookbinder Brass Finisher Bricklayer Cabinet Maker Cable Splicer Cable Tester

Carriage Trimmer Caulker Cement Tester Chauffeur

Carpenter

Compositor Cook (except in In)

Coremaker Designer

Dock Builder Driller Electrician

and Helpers Engineer

Engineer and Janitor

Engineman

Expert Blue Printers

Fire Telegraph Expert

Forester

Gardener (except in *In*) Gas Meter Tester

Gasfitter Gasmaker Glazier Harness Maker

Horseshoer Hose Repairer Housesmith Instrument Maker Lamp Maker Letterer

Lineman Lineman-Electrician Machine Woodworker Machinist and Machin- Attendance Officer

ist's Helper

Helper Marble Setter

Mechanic and Mechanic's Instructor Helper

Mechanician Moulder Nickel Plater Nurservman

Painter Patternmaker Photographer

Pipe-fitter and Pipe- Teacher (Special) fitter's Helper

Plasterer

Plumber and Plumber's

Helper Pressman Printer Repairer Rigger Riveter Roofer

Rubber Tire Repairer Rustic Worker

Sawfiler Sawver

Seamstress (except in In) Steamfitter and Helper

Stonecutter Tapper

Telegraph Operator

Tinner Tinsmith Upholsterer Valveman Varnisher Wheelwright Wireman Wood Sawyer

GROUP T

TEACHING STAFF

Director Mason and Mason's Drill Master Head of Annex Head of Department

Lecturer

Principal and Assistant

Principal Professor

Professor and Librarian

Superintendants Supervisor Teacher

Tutor

GROUP X	City Magistrate	Deputy Sheriff
	City Paymaster	District Attorney
EXECUTIVE, ELECTED OFFI-	Collector of Assessments	Entomologist
CERS: HEADS OF DEPART-	and Arrears	Justices
MENTS OR OF DISTRICT	Collector of City Rev-	Marshall
OFFICES, BOARDS OR COM-	enues and Superinten-	Mayor
MISSIONERS AND THEIR	dent of Public Markets	Members
SECRETARIES AND EX-	Commissioner	Minister of Religion
ECUTIVE DEPUTIES OR	Comptroller	Official Referee
ASSISTANTS; CHAPLAINS	Coroner	President
Aldermen	Corporation Counsel	Presiding Justice
Assistant Commissioner	County Clerk	Public Administrator
Assistant Public Admin-	County Judge	Real Estate Expert
istrator	Deputy	Receiver of Taxes
Assistant to President	Deputy Chamberlain	Register
Auctioneer	Deputy City Clerk	Sheriff
Chairman	Deputy Collector of City	Surrogate
Chamberlain		
	Revenue	Under Sheriff
Chaplain		O .
	Revenue	Under Sheriff
Chaplain	Revenue Deputy Commissioner	Under Sheriff Vice Chairman, Board of
Chaplain Chief City Magistrate	Revenue Deputy Commissioner Deputy Comptroller	Under Sheriff Vice Chairman, Board of Aldermen

TABLE 4

EMPLOYEES—CITY OF NEW YORK

DECEMBER 31, 1914

VOCATION	NUMBER	VOCATION	NUMBER
Attendance	. 3,042	Nautical and Ferry	. 584
Clerical and General	. 6,986	Uniformed Police Force	10,861
Engineering and Architectural	. 3,008	Uniformed Street Cleaning Force	5,901
Uniformed Fire Force	. 5,014	Superintendence and Inspection.	3,547
Institutional Positions	. 4,279	Skilled Trades and Occupation	. 3,388
Labor	. 8,440	Teaching Staff	.27,683
Legal	. 322	Executive	. 775
Medical and Nursing	. 2,567	Total	.86,397

TABLE 3NUMBER OF EMPLOYEES IN EACH VOCATIONAL GROUP IN EACH DEPARTMENT

Departments	A 	_	H H	-	117	7.0	Γ_e	TV	~	7	5.5	S.I.	S.T.	Ţ	۲	Dev't Total
Finance	32 7	188	17		:	9	17	2	İ			1	9		,	
:•		47	9	:	:	:	168					5			7 0	777
Apport	7	182	51	:	:	12	:	17				0	-		100	
Aldermen and City Clerk		49		:	:	:	:		:	:					200	14.
Aunter College	559	101	101	:	:	232	:	15	:	:	:	138	78	27,189	3	28.779
Tity College	: "		:	:	:	;	:	9	:	:	:	:	-	174	S	20
Docks and Ferries	0,0	. 02		:	:	26.	:	S	. !	:	:	:	18	272	3	34
3ridges	1 000	60		:	:	92	:	:	487	:	:	66	682	:	-	2,23
Caxes and Ass't.	277	25	3 5	:	:	7./		:	:	:	:	01	460	:	ις	94
Soard of W. S.	100	27	308	:	:		0		: -		:	,	25	:	6	30
Dept. of W. S.	35	3.4	140		:	1 327	:	74	٦ (707	:	46.7	800	:	9.	68
Fenement House	0	358	:			1,041		3	7	:	:	25.1	100+		13	3,003
Ivil Service	197	. 09	:	:	:			-		:		5.5	1	:	o w	22
arks	227	7.1	41	· :	:	1,527	:					10.5	334	4	. 5	2 216
Orrection	·	34	:	:	1 08	46	-:	13	26			S	29	15		50
Rellemne and Allied II.	4.0	37		:	2,289	86	:	455	47	:		134	114	15	12	3.29
Fine the different most	7 .	258	<u>.</u>	:	984	27	:	539	:	:	:	17	63	7	6	1.700
Closning	400	2,5		:	298	473	:	1,438	12	:	:	223	55	:	7	3.23
Tire	77	4.0	ر. د		:	-;	:	12	:	:	5,187	_	189	:	9	5,495
olice	or '	, x	0	. 014	:	52	:	3	:	:	:	116	216	:	7	5
Specifixa	200	:	:	· :	:	128	:	2	'n	10,654	:	2	65	:	20	10,930
ity Chamborlain	۷.	: 27	:	:	:	3	:	:	:	:	:	21	_	:	20	. –
ommissioner of Accounts	-			:	:	:	:	:	:	:	:	:	:	:	3	2.
Soard of City Record	:	20	. 71	:	:		:	:	:	:	:	00	:	:	_	1(
Armory Board	:	:	:	:	:	3	:	:	:	:	:	3	_	:	_	,
National Guard		:	:	:	:		:	:	:	:	:	S	:	:	_	_
Court House Bd		: : -	· · ·	:	:	0/7	:	:	0	:	:	:	25	:	:	35
Public Recreation Commission	:	٠,		:	:		:	:	:	:	:	:	:	:	-	
Sinking Fund Commission.	:	:	:	:	:	0	:	:	:	:	:	:	:	7	-	_
Art Commission		:	:	:	:	:	:	:	:	:	:	:	:	:	:	
Board of Assessors	. –	:	· : -	:	:	:	:	:	:	:	:	:	:	:	:	,
Board of Elections	-	47			:		:	:	:	:	:	:	:	:	→ i	- '
censes	2	35				. ~			:	:	:			:	0 -	0.01
oroners	-	32	:	:	:			Ξ				3	+	:	=	1
Board of Inebriety.	:	:	:	:	:	:	:									,
Postd of Emmission	:	. 9	:	:	:	::	:		:							
Board of Ambulance Comition	-		:	:	:		:	:	:						7	_
, 5		٠ :	:	:	:	:	:	:	:	:	:	-	:	:		
Ser	2 د	:-	221	:	:				:	:	:		:	:	-	
President, Manhattan.	333	174	158	:	:	7 7 7	2	17	:	:	:	372	7		17	2,135
President, Bronx		107	. 116	:	:	000,1	:	7	:	:	:	307	276	:	9	2,35
	140	200	1001	:	:	650	:	:		:		100	43		7	1.19
								ı				-				

X Dept. Total		7 1,348	6 624	51 420	2	114	160	120	01	38	200	45 323	1.1	1.1	56	-	CT T	4 116		1. 13	1 45	1 12	71	1	100	e c	33	200	7	4 81	10	2	163	791 7	36	02	200	12		0	38	200	01	3 24	2	7 (2	2 11	-	† 1	2	1	1	7 187		5.0	5 156	22	23	19, 55	31	27	14 25	3		2 80	201	2 31	
T		:			:			:	:			:		:		:	:		:	:			:			:			:		:			:					:	:		:	:	:		:	:			:	: : : :	:				:	:		:			:	:					:	1
S.T.		9	10	2)	:			:	6	3	:		:				6	,	:	:		:			7			:	-	1			:			:			:			:			:	:			:	:	:		3	•	1		9	0	2	0	4		_	•	7		o.	
S.I.		222	20			:			:		:	:		:			:	T	-	:			:		-	7			:	_	:	:		:			:			:			:			:	:			-	:			0	1	:			:			:				7	7	ີ	
S.C.		288	226		:	:			:		:	:		:					:	:			:			:			:		:			:			:		:	:			:			:	:			:	: : :	:			:	:			:	:		:			:			:	
Ь		:	:	_	:	:	_		:		:	:		:		-	:		:	:			:			:			:		:	:		:			:		:	:	-	:	:		_	:	:			:	:	:			:	:			:	:		:	:		:		:	:	
8		:	:	_	:	:	_		:	_	:	:		:			:		:	:	:		:	:		:			:	_	:	:		:			:		:				:	:		:			-	:	:::	:				:	:			-		:	:		:		:	:	-
M		7	_		:	:		:			:			:						:			:						:		:			:			:		:	:			:	:		:				:	:					:		-	-	_						:	:	:	-
$ L_e $:			:				:	_				:				1	2	:	_			-		c	c	10	3	3	,	_	9	449	oc		10	7	٠,	7			:			:	:			:	_	:			,	_	2	10	7	_	-	-	_	_	-		:	:	
La	-	227	212	1.7	-	:	-	•	:		:			:	0	ı	:		:	:	47		:	_	ī	`			17	7	-			:			:		:				:							:				4		3	10	9	•	4	,	7	:			28	1	_	
In		:			:	:			:		:			:			:						:			:		:	:		:			:			:		:	:	_	:				:	:			:	:	:			:				:			:							
F		:						:	:		:				-	-						-	: : :		-			:		_	:	-	-	:			:		:	:		:				:	:		:	:	:					: : :		:				:			:			:	
E		207	25					:			:		-						:		-				-			-		3	2		-				:	-	:		_			-		:	:			:		-		0	0							:		_				7	
ر ر		83	45	302		43	ox Le		4	178		101	9	0	2.1		0	8	200	2	30	-	10	4	0	t o	25	10	3/	7	7	000	7	0	7		+	7		*	1/	, (3	6	. 4	*	_	6	, ,	7 0	3	:		142	7 0	48	130	0	10	∞	1	,	9	,	1 .	75	100	5.5	i
4	-	9	0	16.1		† 0	×	2 6	7.2	201		117	,	0	96	1	ю	10	01	7	6	-	_	_	• •	0	~	, ,	3	v	3	_	1	0	1.3		77	3	,	:	9		7	12	-	-	:		:	:	:			7	21	n	6	6	707	20	-	CI	7	•	7			-	
Departments	The second secon	President, Queens	resident. Richmond	Supremo Court	dipleme courses	reneral Sessions	Sections Sections		aty Court	ity Magistrates	art of the contract of the con	Municipal Courts	Sandy Court Drong County	ounty Court, proux County	Jonnty Court Kings County	County Arms County	ounty Court, Queens County	Surrogates Court N V County	unogares court, in a county	ourrogates Court, Bronx County	Surrogates Court, Kings County	00000	-	Surrogates Court, Richmond County.		CIEFK, L	Johnty Clerk Brony County		ounty Clerk, Mings County	Jonnty Clark Oncone County	, .	County Clerk, Richmond County	•	JISTFICE ALTOFICES, IN. Y. COUNTY	District Attorney, Bronx County	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	4	District Attorney Oneens County	recipie trecorney, Success County	JISTRICT ATTORNEY, MICHINONG COUNTY.	Country of Invore M V Country	10101	ommissioner of Jurors, Bronx Co	Commissioner of Jurors, Kings County	Toronto.	jurois,	Commissioner of Jurors, Richmond Co. .	Z		ublic Administra r, Brolly County		'ublic Administra'r. Oueens County.		i.	register a Office, 14. 1. County	Register's Office, Bronx County	Register's Office. Kings County	Transfer Off N V County	Sheriff 8 Office, N. Y. County	Sheriff's Office. Bronx County		_	Sheriff's Office, Oucens County		s Onice, Michigania C	Journ'r of Records, N. V. County	John of Description of the country	comm r of Kecords, Kings County	

TABLE 5

FEMALE EMPLOYEES IN THE SERVICE OF THE CITY OF NEW YORK AND COUNTIES EMBRACED THEREIN—DECEMBER 31, 1914

(EXCEPT EMPLOYEES IN DEPARTMENT OF EDUCATION—TEACHING STAFF)

Total	81 20 20 33 36 27 27 27	11 8 9 16 3	2=2	3226851	
Attendance Officer		:::::			
Visitor	1::::::::::::::::::::::::::::::::::::::	- : : : : : : : : : : : : : : : : : : :	- : : : : : : : : : : : : : : : : : : :		-::::
Trade Instructor	::::::::		:::::		::::
Helper	: : : : : : : : : : : : : : : : : : :	:::::	- : : : : :		::::
Hospital Helper					
Seamstress Orderly		:::::	1::::	::::::::	::::
Laundress			- : : : : :		
Domestic		- : : : : :			-::::
Cook		4			<u> </u>
Dietitian	1	4 : : :			
Honsekeeper					-::::
Janitress		11111			
Cleaner		:::::	-::::		::::
(Other) Attendant		:::::	- : : : : :		
Corrage & Bath Attendant		· · · · · ·	- : : : : :		
Juggun Attendant					::::
Gymnasium Instructor	<u> </u>				
Detective			-:::::	: : : : : : : : :	
Probation Officer		- : : : : :			- : : : :
Matron		- : : : : : : : : : : : : : : : : : : :	7 : : : :		
Teacher					
Minister of Religion		- : : : : :			· · · · ·
Junior Engineer		11111	11111		::::
Draftsman		7 1 1 1 1	:::::	:::::::::::::::::::::::::::::::::::::::	::::
Laboratory Assistant		:::::	1::::	:::::::::	: : : :
Bacteriologist Psychologist			- : : : : :		- : : : :
Commissioner		-::::::			-:::
Director		-:::::			- : : : : : : : : : : : : : : : : : : :
Other Supt.	:::::::::::::::::::::::::::::::::::::	:::::	:::::		::::
Supt. of Training School		:::::	:::::	_::::::::	::::
Physician					1111
sztuN liqu4	<u> </u>	<u>:::::</u>	:::::	<u> </u>	<u> </u>
Trained Nurse					
Supervising Nurse		:::::			::::
Examiner		:::::	:::::		1:::
Secretary	1 :4 : : : : : : : :	_ : : : : :	:::::		::::
Custodian		- : : : : :	- : : : : :		- : : : :
Searcher		m	-:::::	<u> </u>	
Telephone Operator		0			
Telephone Operator— Statistician		:::::	:::::		
Proof Reader			11111		::::
Сощратег					
Tabulating Mach. Oper.	1 : : : : : : : : : : : : : : : : : : :	11111	_::::::		
Typewriter Copyist	101	4 :		29	
Stenographer	4-6047-01	2140°		2-11-2	
Hospital Clerk				11111111	: : : :
Clerk and Stenographer		11111		:- : : : : : : : : : : : : : : : : : :	
Cataloger		::::::	: : : : :		
Statistician Librarian		: : : : :			
вооккесрет		: : : : : :			
Other	22-22-	52: 5	-:::::	2	
Chief C	1 1 2 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7		_:::::		: : : :
- 1 5-140					
DEPARTMENT	Mayor's Office. Mayor's Office. Board of Uty Record. Lay Duff Huance. Early Definance. Car Almortain and Apportionment. Car Almortain and Apportionment. Car Almortain and City Clerk. Court Hotee Board City Clerk. Court Hotee Board. Court Record Comm. Court Record Comm.	Surrogates Court. 2 Shorffer Atomey Construct Atomey Public Administrator	ons County Sherifi District Attorney Register County Clerk Public Administrator	County Court Sheriff Sheriff Sheriff Sheriff County Clerk County Clerk County Clerk Count, of Records	Sheriff District Attorney County Clerk Comm. of Jurors
	Mayor's Bureau Bureau Dept. of Law De City Ch Bd. of E City Ch Bd. of A Court H Bd. of A Court H Court K Court	Sheriff District Att Comm. of R Public Adm	Drong County Sheriff District Att Register County Cle Public Adm	County Counsulations Sheriff Actor District Actor Public Admir Register County Clery County Clery Count, of Recounts County Clery Count, of Recounts County Clery County Clery County Clery County Clery County Clery Count	Sherif Distri Count Comm

Total	1,030 23 23 3	12 26 26 17 17 36 89 122 14	303 1388 140 40 77 77 77 77 77 77 77 77 77 77 77 77 77	123 22 55 66 25 40 81 1,655 1,573 218 6,226
Attendance Officer	:::::			21
1otisiV	:::::			1 ::: 1 ::: 1
Trade Instructor.				2
Hospital Helper Helper	469			67
				37.1
Seamstress Orderly				23 - 1 - 23
Laundress		- : : : : : : : : : : : : : : : : : : :		· · · · · · · · · · · · · · · · · · ·
Domestic	:::::			346
Cook	- 7			8
Dietitian	:2:::			313 4
Housekeeper	: 2 : : :	:::::=:::		
Janitress				15 7
Cleaner	233	3 : : : : : : : :	165 59 119 6	16 2 2 7 7 7 7 82 112 469
(Other) Attendant			97	6 36 3 3 14 17 217
Cottage& Bath Attendant	· - : : :			21 : : : : : : : 12
Cymnasium Attendant	11::::	:::::::::		34
Cymnasium Instructor Playground and				
Detective				:::::::=:
Probation Officer	:::::			:::::::::::::::::::::::::::::::::::::::
Matron	2 : : : 5			332 32 32 1112
Teacher				13 : : : : : : 13
Minister of Religion				:::::::=:: =
Junior Engineer		:::::::::::::::::::::::::::::::::::::::		
Draftsman				
Psychologist Laboratory Assistant				1 41
Bacteriologist				41
Commissioner	11111			::::::-:::
тотээтіП	:::::			1 :1 : ; : : : 4 : : 9
Other Supt.	:::::			8
Supt. of Training School		- : : : : : : : : : : : : : : : : : : :		7 14
Physician				296
Pupil Nurse	269			1 1 2 2 3 4 6
Trained Nurse	229			161 196 794 29
Sein M. Smort radna	- 2			36
Examiner Supervising Nurse				503
Inspector				2
Secretary		::-::::::::::::::::::::::::::::::::::::		::::: - :::: °
Custodian			7 : : : : : : : : : : : : : : : : : : :	
Searcher			2	
Telephone Operator	::7:	- : : : : : : : : : : : : : : : : : : :	***************************************	:4-2-:4 8
Telephone Operator— Statistician	:::::	:::::::::	:::::::	:::::::: =
Proof Reader	1111			
Comparer	:::::			
Tabulating Mach. Oper.			ωωωω · · · · · · · · · · · · · · · · ·	2 5
Typewriter Copyist		5.5		8 3 3 1 1 1 8 1 1 6 5 1 1 6 5 1 2 1 8 1 6 1 1 6 1 1 6 1 1 6 1 1 1 1 1 1 1
Stenographer	12:12	255	121.0	33 33 11 18 11 65 65
Hospital Clerk	: : : : :			15
Clerk and Stenographer				3 1
Cataloger		1 1 1 1 1 1 1 1 1 1	—	9
Statistician Librarian				8
Bookkeeper	1			
Chief Chiet Chiet A.	1-mm:		2 2 6 2	111116 64 4 5 116 116 116 1199 7
Сыег				
		11111111111		
DEPARTMENT	Richmond County Sheriff Bellevue and Allied Hosp. Dept. of Docks and Ferries Dept. of Bridges Dept. of Taxes and Assessments.	Control of the contro	Munitation Brown Brown Brown Greens Greens Commission C	Manhattan and Richmond The Brown and Richmond Brooklyn. Gueens Fire Doyartment Fire Doyartment Orbit Service commission Debt, of Orrection Dept, of Health Polic Charities Dept, of Health Polic Charities Toyals. Toyals.
	Richmon Sheriff Bellev Dept. Dept.	Supre Supre Specia City 1 City 1 Dept.of Tenemet Street C	Manhatras Manhatras Bronk Brookyn Gueens Richmond Richmond Richmond Richmond Richmond Rober of Lice Corons—Manhatras Goard of Inc Civil Service Examining B Board of Ext	Departm Mean The L Brook Ouen Fire Dept. of Dept. of Dept. of Dept. of Dept. of Dept. of

TABLE 6 NUMBERS AND SALARIES OF CERTAIN TYPICAL POSITIONS

DEC. 31, 1914

Position and Number	At Salary of	Total Salaries	Position and Number	At Salary of	Total Salaries
Accountants			Axemen		
1	\$6,000.00	\$6,000.00	9	\$1,050.00	\$9,540.0
3	4,000.00	12,000.00	95	900.00	85,500.0
4	3,500.00	14,000.00	10	840.00	8,400.0
8	3,000.00	24,000.00	9	780.00	7,020.0
4	2,700.00	10,800.00	4	720.00	2,880.0
5	2,500.00	12,500.00		720.00	
1	2,401.00	2,401.00	127		\$113,250.0
35	2,400.00	84,000,00	G		
4	2,250.00	9,000.00	Chemists		
20	2,100.00	42,000.00	1	\$3,500.00	\$3,500.0
3	2,000.00	6,000.00	1	3,300.00	3,300.0
3	1,950.00	5,850.00	4	2,700.00	10,800.0
3	1,801.00	5,403.00	1	2,550.00	2,550.0
9	1,800.00	16,200.00	1	2,500.00	2,500.0
4	1,650.00	6,600.00	7	2,100.00	14,700.0
6	1,500.00	9,000.00	18	1,800.00	32,400.0
1	1,350.00	1,350.00	13	1,500.00	19,500.0
9	1,201.00	10,809.00	2	1,440.00	2,880.0
5	1,200.00	6,000.00	1	1,350.00	1,350.0
1	1,050.00	1,050.00	10	1,201.00	12,010.0
4	900.00	3,600.00	21	1,200.00	25,200.0
	900.00		1	1,000.00	1,000.0
133	1	\$288,563.00	1	900.00	900.0
Auditors			82		\$132,590.0
3	\$6,000.00	\$18,000.00		1	
1	5,500.00	5,500.00			
2	5,000.00	10,000.00	Draughtsmen		
1	4,750.00	4,750.00	2	\$3,000.00	\$6,000.0
1	4,500.00	4,500.00	2	2,616.67	5,233.3
1	4,200.00	4,200.00	1	2,400.00	2,400.0
5	4,000.00	20,000.00	7	2,355.00	16,485.0
1	3,600.00	3,600.00	1	2,250.00	2,250.0
4	3,500.00	14,000.00	2	2,224.17	4,448.3
19	3,000.00	57,000.00	13	2,100.00	27,300.0
1	2,860.00	2,860.00	6	2,093.33	12,559.9
1	2,800.00	2,800.00	21	2,000.00	42,000.0
1	2,700.00	2,700.00	1	1,962.50	1,962.5
1	2,600.00	2,600.00	7	1,950.00	13,650.0
2	2,500.00	5,000.00	47	1,831.67	86,088.4
1	2,250.00	2,250.00	1	1,831.00	1,831.0
1	2,100.00	2,100.00	110	1,800.00	198,000.0
1	2,000.00	2,000.00	3	1,788.00	5,364.0
1	1,500.00	1,500.00	4	1,750.00	7,000.0
1	1,350.00	1,350.00	71	1,650.00	117,150.0
49		\$166,710.00	8	1,600.00	12,800.0

				1	
Position and	At Salary	Total	Position and	At Salary	Total
Number	of	Salaries	Number	of	Salaries
	1			1	
4	1,570.00	6,280.00	10	2,550.00	25,500.00
28	1,501.00	42,028.00	14	2,500.00	35,000.00
113	1,500.00	169,500.00	62	2,400.00	148,800.00
3	1,439.19	4,317.57	8	2,388.00	19,104.00
62	1,350.00	83,700.00	40	2,250.00	90,000.00
3	1,308.33	3,924.99	3	2,200.00	6,600.00
129	1,201.00	154,929.00	104	2,100.00	218,400.00
45	1,200.00	54,000.00	22	2,000.00	44,000.00
22	1,050.00	23,100.00	38	1,950.00	74,100.00
1	1,046.67	1,046.67	4	1,801.00	7,204.00
1	1,000.00	1,000.00	135	1,800.00	243,000.00
9	915.83	8,242.47	10	1,788.00	17,880.00
181	901.00	163,081.00	2	1,750.00	3,500.00
29	900.00	26,100.00	80	1,650.00	132,000.00
1	721.00	721.00	118	1,501.00	177,118.00
			24	1,500.00	36,000.00
938		\$1,304,493.35	43	1,350.00	58,050.00
			137	1,201.00	164,537.00
			73	1,080.00	78,840.00
Engineers1	ı		4406		22 (01 000 67
1	\$20,000.00	\$20,000.00	1186		\$2,691,899.67
1	16,000.00	16,000.00			
2	12,000.00	24,000.00	Examiners ²		
6	10,000.00	60,000.00	6	\$6,000.00	\$36,000.00
2	9,000.00	18,000.00	2	5,000.00	10,000.00
1	8,000.00	8,000.00	2	4,500.00	9,000.00
7	7,500.00	52,500.00	1	4,200.00	4,200.00
3	7,200.00	21,600.00	5	4,000.00	20,000.00
7	7,000.00	49,000.00	10	3,500.00	35,000.00
2	6,500.00	13,000.00	14	3,000.00	42,000.00
13	6,000.00	78,000.00	1	2,850.00	2,850.00
1	5,500.00	5,500.00	2	2,750.00	5,500.00
19	5,000.00	95,000.00	3	2,700.00	8,100.00
1	4,800.00	4,800.00	2	2,550.00	5,100.00
12	4,500.00	54,000.00	4	2,500.00	10,000.00
1	4,300.00	4,300.00	18	2,400.00	43,200.00
5	4,200.00	21,000.00	2	2,250.00	4,500.00
34	4,000.00	136,000.00	17	2,100.00	35,700.00
13	3,750.00	48,750.00	5	2,000.00	10,000.00
4	3,600.00	14,400.00	4	1,950.00	7,800.00
7	3,500.00	24,500.00	2	1,900.00	3,800.00
16	3,300.00	52,800.00	17	1,800.00	30,600.00
2	3,250.00	6,500.00	2	1,700.00	3,400.00
56	3,000.00	168,000.00	1	1,680.00	1,680.00
3	2,850.00	8,550.00	12	1,650.00	19,800.00
3	2,750.00	8,250.00	50	1,500.00	75,000.00
36	2,700.00	97,200.00	9	1,350.00	12,150.00
1	2,616.67	2,616.67	128	1,200.00	153,600.00
	1	1			

¹¹ at \$100.00 a day, 1 at \$10.00 a day, and 6 at no salary, not counted in total.
217 at \$10.00 a day, 1 at \$6.00 a day, 1 at \$5.00 a day, 3 at \$5.00 a session, and 1 at \$4.80 a day, not counted in total.

Position and Number	At Salary of	Total Salaries	Position and Number	At Salary of	Total Salaries	
5	1,050.00	5,250.00	Investigators			
1	1,000.00	1,000.00	1	\$3,000.00	\$3,000.00	
325		AFOF 230 00	1	2,000.00	2,000.00	
323		\$595,230.00	15	1,500.00	22,500.00	
			3	1,200.00	3,600.00	
Inspectors1			2	900.00	1,800.00	
2	\$4,500.00	\$9,000.00			1,000.00	
2	4,000.00	8,000.00	22		\$32,900.00	
13	3,000.00	39,000.00			V02 >00.00	
1	2,860.00	2,860.00		1		
1	2,800.00	2,800.00	Laboratory			
1	2,600.00	2,600.00	Assistants2			
10	2,550.00	25,500.00	1	\$1,200.00	\$1,200.00	
5	2,500.00	12,500.00	1	1,150.00	1,150.00	
11	2,400.00	26,400.00	2	1,100.00		
13	2,355.00	30,615.00	4	1,050.00	2,200.00	
15	2,250.00	33,750.00	1	1,000.00	4,200.00	
2	2,198.00	4,396.00	1	950.00	1,000.00	
2	2,150.00	4,300.00	25		950.00	
12	2,100.00	25,200.00	25 26	900.00	22,500.00	
18	2,093.33	37,679.94		750.00	19,500.00 650.00	
12	2,000.00	24,000.00	1 43	650.00		
3	1,950.00	5,850.00		600.00	25,800.00	
47	1,884.00	88,548.00	1	480.00	480.00	
1	1,801.00	1,801.00	106		670 630 00	
125	1,800.00	225,000.00	100		\$79,630.00	
1	1,750.00	1,750.00		1 1		
12	1,727.00	20,724.00	Rodmen and			
1	1,700.00	1,700.00	Chainmen			
51	1,650.00	84,150.00				
9	1,570.00	14,130.00	1	\$3,500.00	\$3,500.00	
7	1,501.00	10,507.00	1	1,500.00	1,500.00	
539	1,500.00	808,500.00	22	1,350.00	29,700.00	
156	1,350.00	210,600.00	66	1,200.00	79,200.00	
2	1,300.00	2,600.00	15	1,080.00	16,200.00	
8	1,252.00	10,016.00	61	1,050.00	64,050.00	
1,139	1,200.00	1,366,800.00	41	960.00	39,360.00	
3	1,140.00	3,420.00	19	900.00	17,100.00	
146	1,100.00	160,600.00				
5	1,080.00	5,400.00	226		\$250,610.00	
6	1,020.00	6,120.00				
41	1,000.00	41,000.00		1		
3	901.00	2,703.00	Sealers			
45	900.00	40,500.00	1	\$1,900.00	\$1,900.00	
2	750.00	1,500.00	1	1,700.00	1,700.00 12,000.00	
14	600.00	8,400.00	8	1,500.00		
2,486		\$3,410,919.94	10		\$15,600.00	

 $^{^1}$ 30 at \$5.00 a day, 19 at \$4.93 a day, 3 at \$4.80 a day, 62 at \$4.50 a day, and 91 at \$4.00 a day not counted in total. 2 1 at \$2.00 a day, 2 at \$.75 a day, and 4 at no salary, not counted in total.

Position and	At Salary	Total	Position and	At Salary	Total Salaries	
Number	of	Salaries	Number	of		
Searchers			1	1,650.00	1,650.00	
1 \$2,400.00 \$2,400.00		1	1,501.00	1,501.00		
ì	2,100.00	2,100.00	3	1,201.00	3,603.00	
3	2,000.00	6,000.00	3	1,200.00	3,600.00	
2	1,800.00	3,600.00	21	1,080.00	22,680.00	
13	1,500.00	19,500.00				
2	1,400.00	2,800.00	31		\$37,534.00	
4	1,350.00	5,400.00				
8	1,200.00	9,600.00				
7	1,050.00	7,350.00	Transitmen			
1	900.00	900.00	38	\$1,800.00	\$68,400.00	
42			43	1,650.00	70,950.00	
		\$59,650.00	45	1,500.00	67,500.00	
	1		20	1,350.00	27,000.00	
			10	1,200.00	12,000.00	
Testers			1	1,050.00	1,050.00	
1	\$2,700.00	\$2,700.00				
1	1,800.00	1,800.00	157		\$246,900.00	

TABLE 7 APPOINTMENTS MADE FROM COMPETITIVE ELIGIBLE LISTS, 1908–1915

		8 1909	NUMBER APPOINTED			NTED		1	
POSITION	1908		1910	1911	1912	1913	1914	1915	TOTAL 1908 1914
*Accountant (all grades) Adding and Billing Machine Operator, Grade 2, (Female)			1	4	24	13	7	Ş	49
Adding and Billing Machine Operator, Grade 2, (Male) Alienists					7	1	1		7
Arboriculturists *Architectural Designer (all grades) *Architectural Draftsman (all grades)				2	1 1 10	2 1	•		3 3 2 12 3 1
Assistant Alienists (all grades) *Assistant Chemist *Assistant Court Clerk, Civil (all grades)			1	1		3	1		3 1 4
*Assistant Court Clerk, Criminal (all grades and Boroughs) *Assistant Director, Bacteriological Laboratory		6	8	2	1	3			17
*Assistant Director of School Farms (Male) *Assistant Electrical Engineers (all grades)				3	2 1 4	3	2		1 10
*Assistant Engineers (all grades) Assistant Fire Marshal *Assistant Inspector of Combustibles, grade 2	1	55 2	53	11	12	3	3		139 15 4
*Assistant Mechanical Engineer, grade 2 Assistant Pharmacist Assistant Registrar of Records, grade 5					1	1	3		1 3 2 2 1
Assistant Superintendents of Docks Assistant Superintendent of Parks *Attendance Officer				5	1	1			5
*Attendance Officer (Female) *Attendance Officer (Male) Attendant	10 49	9	1 14		8	8 66	11		109 58
Attendant (Female) (all grades) Attendant (Male) (all grades) Automobile Engineman	55	27 27	6 47		14	3 16	20 35 5		27 167 35
Auto Truck Driver *Axeman (all grades) *Bacteriologist (all grades)	3	26 2	51	23 1	24 13	6	3 1 9		131 33
Band Master Bookbinder Bookkeeper (all grades)	13	6	31	2	2 25	21	3 8		1 5 106
Bridge Keeper *Building Inspector, Masonry and Carpentry Cable Tester	1 4			3	2	1	1		1 4 7
Cataloguer Cataloguer (Female) *Chemist	2	2 2	2	5	1		1		2 2 11
*Chemist, Asphalt, Jr. *Chemist and Bacteriologist *Chemist, Fuel Engineering				3	1	4	5 3		5 3 8
*Chemist, Engineering *Chemist, Health *Chemist, Junior					1	1	11		12 2 1
*Chemist, Knowledge of Sewage Disposal Methods *Chief Examiner, Fire Prevention						1	1		1 2
Chief Veterinarian *Civil Service Examiner *Civil Service Examiner Engineering	3	1	1		2				2 1 4 2
*Civil Service Examiner (Female) *Civil Service Examiner (Male) Clerk (Female) (all grades)					4	1 4 3	2 3 5		3 7 11
Clerk (all grades) Clerk (Male) (all grades) Coroner's Physician	47	122	62	289	309 2	161 1	392 1		415 971 4
Court Attendant *Court Stenographer (all grades and Boroughs)	45 26	1 5	122 8	23 9	38 6	26 3	24 13		279 70

			NUM	IBER	APPOI	NTED	1914 1913		AL 8-
POSITION	1908	1909	1910	1911	1912	1913	1914	1915	TOTA 1908-
Custodian Dentist, grade 2 Deputy Commissioner, Taxes and Assessments (all Boroughs)		1	10	20	1		17	Ŋ.	1
Deputy Director of Ambulance Service Deputy Inspector of Weights and Measures Deputy Medical Superintendent Deputy Superintendent of Hospitals	1	1	1	3	1 1 2				
Deputy Tax Commissioners Dietitian Disinfector	12	6	4 25	2	1 4 1	2	1		1 1 2
Ockmaster Doorman, grade 1 Doorman, Police Department Draughtsman's Helper (chauged to Junior Draftsman)	4	4	10	6 10	3, 2		2		1
Electrical Engineer Electrical Inspector Electrician	4	1	1	1 4	6	12	3		
Electrician, X-Ray Engineer Inspector (all grades) Ingineer of Steamer (Fire Department) Stimator	33		1		7 5	31 2	9		
xaminer Examiner of Charitable Institutions Examiner of Charitable Institutions (Female) Examiner Charitable Institutions (Male) Examiner of Civil Engineering, Civil Service	1	4 3	1	13	4 4	16 6	4 5		
Commission Examiner, Law Department Examiner, Law Department Examining Physician inancial Clerk (all grades)	12	12		2		18 2	2 1		
linger Print Expert Treman Treman, Borough of Queens	236	228	138		121	759	7 180 6		1,8
oreman (all grades) ardener as Engineman Gas Inspector	24	1	8	3 4 1	7	1 16 4	13		
Gateman (from Searcher's List) General Medical Superintendent Gymnasium Attendant	6		2		1	1			
ymnasium Attendant (Female) ymnasium Attendant (Male) (all grades) lead School Farm Attendant Iospital Clerk				3	3	13 29 1	4		
Iospital Clerk (Female) (all grades) Iospital Clerk (Male) Inspector, Board of Water Supply (all grades) Inspector of Blasting (all grades) Inspector of Buildings		6 8 54	7		2 6 43	3 2 2 1	2 2 20		2
Inspector, Bureau of Fire Prevention, Grade 2, (Female) Inspector, Bureau of Fire Prevention (Male) (all grades)						7-4	3		
nspector of Carpentry and Masonry Inspector of Electrical Conductors (all grades) Inspector of Elevators (all grades) Inspector of Fire Alarm, Telegraph Bureau,	1 3 1	6	7		16	34 5 4	6		
Grade 2 Inspector of Foods (all grades) Inspector of Foods, Milk, City Service Inspector of Foods, Milk, Country Service	20				2	1 3		-	
Inspector of Fuel (from Supplies and Repairs List) Inspector of Hydrants and Stop cocks, etc.	1	. 2	2						

	<u> </u>		NUN	IBER .	APPOI	NTED	1		- برازا
POSITIONS	1908	1909	1910	1911	1912	1913	1914	1915	TOT 1908 1914
*Inspector of Incumbrances *Inspector of Iron and Steel Construction, Grade2 Inspector, with knowledge of printing *Inspector of Lamps and Gas	3				2 1	2	2	Ø	3 6 1 2
*Inspector of Licenses *Inspector of Licenses (Male)	2	2		3	11	1			4 2
*Inspector of Light and Power Inspector of Masonry Construction *Inspector of Meters and Water Construction *Inspector of Pipes and Castings (all grades) Inspector of Pipe laying, Pipes and Hydrants,	6 2 57 1	3 10	62	8 10 52	10	6	6 24 4		43 12 221 5
Grade 2 Inspector of Plastering, Grade 2 Inspector of Plumbing (all grades) *Inspector of Public Works (all grades) Inspector of Regulating, Grading and Paving (all	7	4	2	3	10 12 1 1	33	10		10 15 27 34
grades) *Inspector of Repairs and Supplies (all grades) *Inspector of Sewer Construction (all grades) *Inspector of Steel Construction, Grade 2	2	26 12	3 4	17 22	19	16 10	3		80 18 37 1
Inspector of Taxicabs (all grades) *Inspector of Tenements (all grades) *Inspector of Weights and Measures Instrument-maker, Fire Department *Instructor of Electrical Work (from Light and	16	8	8 1 1	15 16 1	2	26 25 2	3 6		37 73 19 2
Power List) *Instructor in Electricity *Instructor, Physical, Gymnasium Instructor in Printing *Instructor in Woodworking and Carpentry *Interpreter *Interpreter (French) *Interpreter, German, French and Hungarian *Interpreter, German, French and Spanish *Interpreter, German, Italian and French *Interpreter, German, Italian, French and Yiddish	2		1 1 2 3	1 2 1 1	1				1 1 3 1 1 2 1 1 2 3
*Interpreter, German, Italian, Polish, Slavish, *Interpreter, German, Russian and Polish *Interpreter, German, Russian, Polish and Yid- dish			1		1				1 1 2
*Interpreter, German, Russian and Yiddish *Interpreter, German, Yiddish and Hungarian *Interpreter, Italian *Interpreter, Italian (Calabrian, Sicilian and	4				1	1 1 2			1 2 4 8
Neapolitan) *Interpreter, Italian, French, Greek and Spanish *Interpreter, Italian, French and Spanish *Interpreter, Italian, French and Yiddish *Interpreter, Russian *Interpreter, Russian, Polish and Yiddish *Interpreter, Yiddish *Interpreter, Yiddish, Slavish and Bohemian	1 2		1 1 1 2 1		2	2	1		8 1 1 1 4 4 1
*Investigator Janitor Janitor Janitor, Engineer Janitor and Stationary Engineer Janitor, Steam Heating *Junior Architectural Draftsman, Grade B *Junior Assistant Corporation Counsel	27 11 2	24	32	5 10	2 2 1	1 20 8	12 12 1 3		2 8 80 27 45 9
Junior Clerk (Female) now second grade clerk Junior Clerk (Male) now second grade clerk *Junior Draughtsman *Junior Mechanical Draughtsman (all grades) *Junior Topographical Draughtsman, Grade B Keeper (all grades) *Keeper (all fandes) *Laboratory Assistant	5 79 2	2 4	16	1 20 18 1 19	20	8 7	7 3 3		5 79 19 59 10 36 7 30

			NUMBER APPOINTED						7 % t
POSITIONS	1908	1909	1910	1911	1912	1913	1914	1915	1908 1908 1914
*Laboratory Assistant, Chemical *Laboratory Assistant, Chemical (Female) *Laboratory Assistant, Chemical (Male)					1	6	1 2	§.	7 1 2
*Laboratory Assistant, Diagnostic *Laboratory Assistant, Diagnostic (Male)	2		_		8	11	3		19 3 7
*Laboratory Assistant (Female) *Laboratory Assistant (Male) *Laboratory Assistant, Research Laboratory Assistant, Research (Female)	10		5 27		4	6	5		37 10
*Laboratory Assistant, Research (Male) *Laboratory Assistant, Vaccine					3	3	5		5 5 6
*Law Clerk *Lay Sanitary Inspector (all grades) Leveler	17	99 1	1	6	8	7	-		139 1
*Librarian, City Court, Grade 4 *Library Assistant Marine Engineer	3	10		1	1	1		i	1 1 15
Mate Matron *Mechanical Draughtsman, Electrical (all grades)			2	1 5 3	7	3	6		7 11 17
*Mechanical Draughtsman (all grades) *Mechanical Draughtsman, Heating and Venti-	3	1			3		-		2
lating (all grades) *Mechanical Draughtsman, Sanitary (all grades) *Mechanical Engineer (all grades) *Medical Clerk	1	1	1	2 2 1 2	3 2	3 2 2	1 1 1		12 11 6 5
*Medical Examiner, Grade 3, Street Cleaning De- partment Medical Inspector				25	1		1		25
Medical Inspector (Female) Medical Inspector (all grades) Medical Inspector (Male) Medical Officer	78					43	12		55 78
Medical Superintendent Messenger, Grade 1			1	1	1				1 1 1
*Micro Photographer Nurse Nurses' Assistant Oculist, Grade 2, as Medical Inspector, knowledge		21	271	81 16		220 8			754 85
of Ophthalmology Office Boy (now 1st Grade Clerk) Oil Surveyor	130	1			1	1			130
Overseer of Reformatory Pathologist *Pathological Chemist	5	1		5	1	3			16
Patrolman Patrolman-on-Aqueduct Patrolman, First Grade	967 54						1		2,144 475 535
Patrolman (Uniformed Force, Police Department)						1,084			1,921
Pharmacist *Photographer *Photographer X-Ray Physician, Examining	1	1	2		2	3			37
Physician, Grade 3, for care of mentally defective children (Female) Physician, Grade 3, for care of mentally defec-			1			1			
tive children (Male) Pilot *Plan Examiner		1 3		1		1	1		1 2 7
*Plan Examiner, Grade B, Sanitary and Plumbing *Plan Examiner, Grade C *Plan Examiner, Tenement House Department	7		, 3			3			6
Playground Attendant, Grade 1 (Female) Playground Attendant, Grade 1 (Male) Playground Attendant, Gymnasium Playground Attendant, Gymnasium, Grade 1	'			6	20	1	1 1		22
(Male) Police Doorman	13	4			12 5				12 22

		1	>77.75	IDEE	4 DDC**	TERR			1,
POSITIONS	1000	1000			APPOI	NIED	4044		TOTAL 1908- 1914
	1908	1909	1910	1911	1912	1913	1914	1915	1 2 2 2
Police Matron Police Surgeon (all grades) Prison Keeper (all grades) *Probation Officer (Female) *Probation Officer (Male) (all grades)	51	1 1 23	2	2	23 16 31	29 3 21	1 20 6		9 6 146 20 71
*Probation and Parole Officer (Female) *Probation and Parole Officer (Male) Process Server (all grades) *Radiographer	3 6 14	5	7	8	10	8	3		3 6 55 1
*Registrar of Records, Grade 5 Resident Physician (all grades) *Rodman (all grades) School Farm Attendant (Female)	1	2 28	6 62	1 36	3 42 1	1 2 2	15 5		1 15 183 8
School Farm Attendant (Male) Searcher Sergeant-on-Aqueduct Stationary Engineer (all grades) Stationer	19	24 30 18	27 27 9	1 1 15	3		1 8 1		1 29 58 72 1 3
*Statistician (all grades) Stenographer and Book Typewriter Stenographer and Typewriter Stenographer and Typewriter (Female) (all	1 37					1	1		37
grades) Stenographer and Typewriter (Male) (all grades) Steward Store Keeper	7 18	47 18 1	36 26	41 43	39 40 11	25 10 1	83 26		278 181 1
*Structural Steel Draughtsman (all grades) Superintendent of Laundries Supervising Nurse Tabulating Machine Operator, Hollerith		1	2	8 2	1	1 2 8 1	1 1 6		13 3 11 7
*Teacher *Teacher, Brooklyn Disciplinary Training School Telegraph Operator Telephone Operator (Female)	4	3 12	2	4	2	2	1 2		1 12 2 26
Telephone Switchboard Operator (Female) Telephone Operator (Male) Telephone Switchboard Operator (Male) Ticket Agent (from Searcher's List) Ticket Chopper, Grade 1	23	4	13 7	6 11	21	6	8		12 62 24 7
Time Keeper Time Keeper, Department of Docks and Ferries *Title Examiner, Law Department *Trade Instructor, Basketry and Matress Making				3 1	3	1 32	1 2		3 7 1 33 2 3
*Transitman (all grades) Trial Stenographer, Grade 5 *Topographical Draughtsman (all grades) Typewriter Accountant (Female) (all grades) Typewriter Accountant (Male) Third Grade Typewriting Copyist and Book Typewriter, as Book Typewriter, as	2	37 1 2	7 2 5	13	1 2 28 2	3	37 4		127 7 11
Typewriting Copyist (Female) as Book Typewriter Typewriting Copyist and Book Typewriter (Male) Second Grade Typewriting Copyist and Dictaphone Operator	1	2	1						1 2
(all grades) Typewriting Copyist (Female) (all grades) Typewriting Copyist (Male) (all grades) Veterinarian Veterinarian, Department of Health *Visitor (Female) *Visitor (Male)	17 3 4	74 7 1	28 9 6	1 36 4 4	1 24 3 6 7 2	20 10 5	28 9 1		2 227 45 26 1 7
*Visitor, Department of Public Charities *Visitor, Department of Public Charities (Fe- male) from Probation Officer's List *Visitor, Department of Public Charities (Male) Watchman (all grades)	29		1 11 1	5	2				2 5 1 11 32

 $[\]mathsection$ Not compiled — Dec. 31, 1915. * Most likely to appeal to college students or graduates.

TABLE 8

PROBABLE CIVIL SERVICE EXAMINATIONS-1916

The probable open competitive examinations by the Municipal Civil Service Commission are given in the list below. These examinations are necessary, owing to the fact, that either the eligible lists will expire during the year or that the lists are practically exhausted.

The following shows the date of the previous examinations, the date of the resulting eligible list, the title of the examination, the number of applications in the last examination and the number of names on the original eligible list.

Date of Exam.	Date of List	Examinations	Grade	No. of Appl.	No. on Orig. Lis
7-20-11	11- 8-11	Mechanical Engineer	E	99	24
12-22-11	5-14-12	Attendant (Male)	-	3178	1042
5-15-12	10- 9-12	Accountant	5	351	157
7-17-11	1-10-12	Junior Mechanical Draftsman	B	170	70
8-12-13	11-24-13	Captain, Fire Department (Promotion)	-	345	80
1-22-12	5-14-12	Bookbinder	-	50	9
11-16-11	3-13-12	Dietitian	-	16	7
6-11-12	10- 2-12	Junior Architectural Draftsman	В	129	17
10-15-12	1-22-13	Mechanical Draftsman, Electricial	C	67	19
2-11-13	4-23-13	Mechanical Draftsman, Sanitary	C	67	11
4-19-12	7- 2-12	Arboriculturist	-	99	41
6-20-12	10-23-12	Assistant Electrical Engineer	E	134	63
11-27-11	3-19-12	Inspector of Sewer Construction		370	59
1-24-12	4-30-12	Inspector of Masonry Construction		367	72
12- 6-11	5- 7-12	Inspector of Light and Power		514	81
12-12-11	5-21-12	Inspector of Regulating Grading and Paving		591	73
1-16-12	5-21-12	Inspector of Electrical Conductors	2	269	80
1-30-12	6-19-12	Inspector of Plastering		289	131
2-26-12	11-14-12	Lieutenant, Fire Department (Promotion)		2721	554
11-20-11	9- 4-12	Medical Officer—Fire Department	ĺ	318	151
11-20-11	9- 4-12	Police Surgeon—Police Department			
7-30-12	10-30-12	Resident Physician, Alcoholic Ward	2	12	7
5-13-13	12-30-12	Clerk	I	4413	3120
4- 1-14	8-12-15	Patrolman		3566	819
9-5and6 }	4-23-13	Engineering Inspector, Civil	$C_D^{\mathcal{E}}$	1197	274
12-20-12	4- 9-13	Cable Tester		64	9
12-26-12	4-16-13	Inspector Fire Prevention		5504	181

TABLE 9 COURSES ASKED FOR IN ANSWERS TO QUESTIONNAIRE

Secretarial	; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ;
Commercial Law	
Real Estate Law	
Typewriting	· · · · · · · · · · · · · · · · · · ·
Stenography	1
	· · · · · · · · · · · · · · · · · · ·
Accounting	7
Bookkeeping	[· · · · · · · · · · · · · · · · · · ·
Statistics	
Application to Mechanic.	
Application to Elect.	
Application to Civil	·····································
Physics	20 22 22 22 22 22 22 22 23 22 23 24 24 24 24 24 24 24 24 24 24 24 24 24
	· · · · · · · · · · · · · · · · · · ·
Municipal Sanitation	· · · · · · · · · · · · · · · · · · ·
Geology	
Bacteriology	
General Biology	· · · · · · · · · · · · · · · · · · ·
Natural History	: : : : : : : : : : : : : : : : : : :
Business Computation	The second secon
Calculus	· · · · · · · · · · · · · · · · · · ·
Analytics	· · · · · · · · · · · · · · · · · · ·
Trigonometry	
Сеошент	2
Algebra	2
Mathematics	
Organic Chem.	
Municipal Chemistry	· · · · · · · · · · · · · · · · · · ·
	· · · · · · · · · · · · · · · · · · ·
Indust. Chem.	1
Соттетс. Сћет.	
Analyt. Chem.	· · · · · · · · · · · · · · · · · · ·
General Chem.	
Сћетізету	
	64 c
Municipal Affairs	01 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Sociology	
Govern, and Law	
Economics and Business	28 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3
Pol. Science	87
Psychology	2
to Laws and Sciences	
Applications	
Philosophy History	
	7
History	
Methods of Education	
Philosophy of Education	·····································
History of Education	
Italian	2
Сеттап	
Spanish	36 212 2 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3
	· · · · · · · · · · · · · · · · · · ·
Гтепсћ	10 10 10 10 10 10 10 10
English	
Top. Drawing	
Mech. Drawing	
Атсћ. Drawing	
Drawing	
Answers Received	
to 19dmuM	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Total	L
1-7-55	Hospitals. Hospitals. Ferries Apport ns ps pr nnts nnts nnts nnts nnts nnts nnts nnt
TA	- : - d- 라마: #ASSB: _ : _ : O: O: : : : : : : : : : : : :
1ENT	in the second se
IMENT	men. Jimes P. S.
ARTMENT	Measure coomings defermen sessions sess
EPARTMENT	nd Measures Accounts Addermen and Allied Hospit ain Addermen Adder
DEPARTMENT	s and Measures of Accounts of Accounts of Accounts of Accounts of Accounts of Accounts of Correction of Education of Public Inctions of Public Ince of Examines
DEPARTMENT	hts and Measures m of Accounts of Accounts of Accounts of Accounts to Accounts of Accounts of Accounts of Accounts of Accounts of Education of Decision of Decision of Decision of Decision of Education
DEPARTMENT	Veights and Measures oand of Assessers oand of Assessers oand of Assessers colletour and Allied Hospitals ly and of Assessers ly and of Assessers ly and of Assessers oand of Estimate and Apport intern of Dodges and oand of Estimate and axes and Assessments intern of Counsel) axes and Assessments intern of Counsel) axes and Assessments internal Sandards axes and Assessments internal Sandards axes and Assessments internal Sandards axes and Assessments axes and

TABLE 10

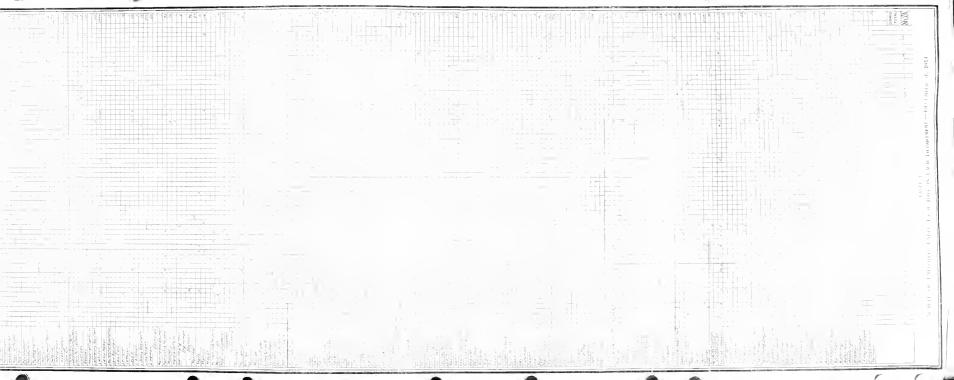
EXEMPT POSITIONS IN THE NEW YORK CITY SERVICE ¹

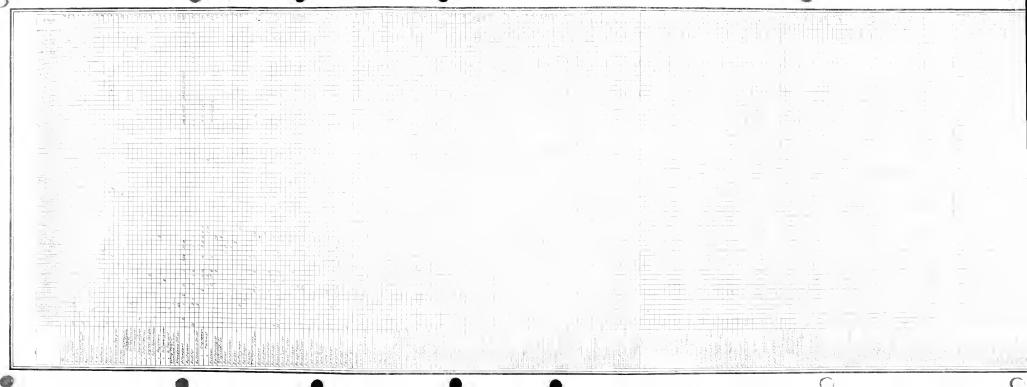
FEBRUARY 1, 1915

Number	At Salary of	Total Salaries	Number	At Salary of	Total Salaries
	\$15,000.00	\$15,000.00	5	2,400.00	12,000.00
1	12,000.00	12,000.00	4	2,250.00	9,000.00
1 6	10.000.00	60,000.00	1	2,200.00	2,200.00
14	9,000.00	126,000.00	1	2,150.00	2,150.00
14	8,000.00	8,000.00	27	2,100.00	56,700.00
40	7,500.00	300,000.00	75	2,000.00	150,000.00
40	7,300.00	28,800.00	1 1	1,950.00	1,950.00
7	7,000.00	49,000.00	2	1,900.00	3,800.00
4	6,500.00	26,000.00	36	1,800.00	64,800.00
26	6,000.00	156,000.00	1	1,700.00	1,700.00
4	5,500.00	22,000.00	6	1,650.00	9,900.00
76	5,000.00	380,000.00	5	1,600.00	8,000.00
1	4,800.00	4.800.00	1	1,550.00	1,550.00
15	4,500.00	67,500.00	84	1,500.00	126,000,00
1	4,250.00	4,250.00	1	1,440.00	1,440.00
65	4,000.00	260,000.00	3	1,400.00	4,200.00
2	3,800.00	7,600.00	3	1,350.00	4,050.00
3	3,750.00	11,250.00	41	1,200.00	49,200,00
3	3,600.00	10,800.00	1	1,100.00	1,100.00
32	3,500.00	112,000.00	1	1,050.00	1,050.00
2	3,400.00	6,800.00	7	1,000.00	7,000.00
1	3,300.00	3,300.00	3	900.00	2,700.00
178	3,000,00	534,000.00	1	600.00	600.00
1	2,800,00	2,800.00	1	540.00	540.00
13	2,750.00	35,750.00	19	450.00	8,550.00
1	2,700.00	2,700.00	1	360.00	360.00
5	2,550.00	12,750.00		-	
95	2,500.00	237,500.00	933		\$3,027,140.00

¹ Positions in the Public Service Commission not included.











lain Librar			
_			
-			-
5	O		
			_
ECALLED AFTER	7 DAYS		
ges may be mad	e 4 days prio	r to the due dat	е.
ed by calling	642-3405		_
AS STAMP	ED BELO	W	
			_
		_	
			_
			_
			_
Į.			
	ges may be mad ed by calling	5 6 EECALLED AFTER 7 DAYS ges may be made 4 days prio ed by calling 642-3405	5 CECALLED AFTER 7 DAYS Ges may be made 4 days prior to the due dat

UNIVERSITY OF CALIFORNIA LIBRARY

The series

